

Workforce Race Equality Standard 2025

1. Purpose of the report

- 1.1. The WRES is a collection of 9 metrics created to highlight any differences between the experience and treatment of white staff and BME staff in the NHS with a view to organisations closing those gaps through the development and implementation of action plans focused upon continuous improvement over time.
- 1.2. This report presents the Trust's WRES metrics as a snapshot at 31 March 2025 and covers the year 01 April 2024 until 31 March 2025 which will be uploaded onto the online Data Collection Framework by 31 May 2025.

2. Data Quality

- 2.1. Data for the Trust's data return is derived from a combination of sources; Electronic Staff Record (workforce composition and learning and development data), TRAC (recruitment), Assure HR Case (employee relations) and the NHS Staff Survey 2024.

3. Supporting Information

- 3.1. In 2024/25 the number of BME employees recorded increased from 42.9% (1883 headcount) to 46.1% (2084 headcount).
- 3.2. Only 3.5% of employees have not declared their ethnicity. There has been a decrease in the percentage of medical and dental employees not declaring their ethnicity (2024: 10%; 2025: 6.4%). Trainee grades have a high 'unknown' rate as this data is collected through the deanery and not shared directly by the employee.
- 3.3. The relative likelihood of white candidates being appointed from shortlisting compared to BME candidates is 1.48 meaning that white candidates are more likely to be appointed from shortlisting than BME candidates. The Trust received a significant number of applications from candidates who were not eligible due to their right to work in the UK or because they did not have the required professional registration. Out of the BME candidates that were eligible to be shortlisted, 23% were shortlisted, in comparison with 30.4% of white candidates.
- 3.4. BME and white employees are equally as likely to enter into a formal disciplinary process, with the relative likelihood reporting as 1.01. This is an improvement from the previous year (1.13) where BME employees were more likely to enter into a formal disciplinary process than white employees.

4. Next Steps

- 4.1. Following the submission of the online return, the WRES annual report and action plan will be co-produced with stakeholders before ratification through Board and publishing on the Trust website by 31 October 2025.

Appendix 1 – WRES Metric Report

Metric 1 Percentage of staff in AfC pay bands or medical and dental subgroups and very senior managers (including executive board members) compared with the percentage of staff in the overall workforce. (Data source: ESR).

1a. Non-clinical workforce

	BME staff in 2024	BME staff in 2025	BME staff in 2024 v 2025	White staff in 2024	White staff in 2025	White staff in 2024 v 2025	Unknown staff in 2024	Unknown staff in 2025	Unknown staff in 2024 v 2025	Total staff in 2024	Total staff in 2025
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	32.5%	35.7%	+ 3.2%	63.1%	61.1%	- 2.0%	4.4%	3.1%	- 1.3%	754	764
Cluster 2 (Bands 5 - 7)	24%	25.8%	+ 1.8%	72.3%	71.7%	- 0.6%	3.7%	2.5%	- 1.2%	267	279
Cluster 3 (Bands 8a - 8b)	15.9%	18.3%	+ 2.4%	84.1%	81.7%	- 2.4%	0%	0.0%	0%	69	71
Cluster 4 (Bands 8c – 9 & VSM)	6.3%	9.7%	+ 3.4%	93.7%	90.3%	- 3.4%	0%	0.0%	0%	32	31

1b. Clinical workforce

	BME staff in 2024	BME staff in 2025	BME staff in 2024 v 2025	White staff in 2024	White staff in 2025	White staff in 2024 v 2025	Unknown staff in 2024	Unknown staff in 2025	Unknown staff in 2024 v 2025	Total staff in 2024	Total staff in 2025
	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Percentage (%)	Percentage (%)	% points difference (+/-)	Headcount	Headcount
Cluster 1 (Bands 1 - 4)	39.3%	48.7%	+ 9.4%	57.4%	48.5%	- 8.9%	3.3%	2.9%	- 0.4%	888	937
Cluster 2 (Band 5 - 7)	49%	49.2%	+ 0.2%	47.1%	47.1%	0%	3.9%	3.7%	- 0.2%	1701	1726
Cluster 3 (Bands 8a - 8b)	22.4%	24.4%	+ 2.0%	77.6%	75.6%	- 2.0%	0%	0%	0%	125	131
Cluster 4 (Bands 8c – 9 & VSM)	11.1%	17.4%	+ 6.3%	88.9%	78.3%	- 10.6%	0%	4.3%	+ 4.3%	18	23
Cluster 5 (Medical and Dental staff, Consultants)	62.5%	62.5%	0%	31%	32.3%	+ 1.3%	6.5%	5.2%	- 1.3%	232	232
Cluster 6 (Medical and Dental staff, Non-consultant career grade)	81%	80.6%	- 0.4%	11.9%	13.6%	+ 1.7%	7.1%	5.8%	-1.3%	126	103
Cluster 7 (Medical and Dental staff, Medical and Dental trainee grades)	56.4%	68.8%	+ 12.4%	26.3%	23.2%	- 3.1%	17.3%	8%	- 9.3%	179	224

Metric 2 – Relative likelihood of White candidates being appointed from shortlisting compared to BME candidates
(Data source: Trust’s Recruitment data)

	Relative likelihood in 2024	Relative likelihood in 2025	Relative likelihood difference (+-)
Relative likelihood of White candidates being appointed from shortlisting compared to BME candidates	1.27	1.48	+ 0.2

Metric 3 – Relative likelihood of BME staff entering the formal disciplinary process compared to White staff, as measured by entry into a formal disciplinary process.
(Data source: Trust’s HR data)

	Relative likelihood in 2024	Relative likelihood in 2025	Relative likelihood difference (+-)
Relative likelihood of BME staff compared to White staff entering the formal disciplinary process	1.13	1.01	- 0.1

Metric 4 – Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff
(Data source: Trust’s Learning & development data)

	Relative likelihood in 2024	Relative likelihood in 2025	Relative likelihood difference (+-)
Relative likelihood of White staff compared to BME staff accessing non-mandatory training and CPD	0.63	0.82	- 0.2

**Metric 5 - 8 – Percentage of BME staff compared to White staff experiencing discrimination, harassment, bullying or abuse.
Percentage of BME staff compared to White staff believing the Trust offers equal opportunities for career progression or promotion**

(Data source: Question 14 15 & 16b, NHS Staff Survey)

	BME staff responses to 2023 NHS Staff Survey	White staff responses to 2023 NHS Staff Survey	% points difference (+/-) between BME staff and White staff responses 2023	BME staff responses to 2024 NHS Staff Survey	White staff responses to 2024 NHS Staff Survey	% points difference (+/-) between BME staff and White staff responses 2024
	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	
14a) Staff experiencing harassment, bullying or abuse from patients/ service users, their relatives or other members of the public in the last 12 months	28.1%	26.6%	+ 1.5%	28.4%	24.8%	+ 3.6%
14b/c) Staff experiencing harassment, bullying or abuse from staff in the last 12 months	24.4%	23.2%	+ 1.2%	22.9%	22.9%	0%
15) - Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion.	46.8%	59.7%	- 12.9%	44.4%	59.3%	- 14.9%
16b) In the last 12 months have you personally experienced discrimination at work from manager/team leader or other colleagues	13.4%	6%	+ 7.4%	14.7%	6.5%	+ 8.2%

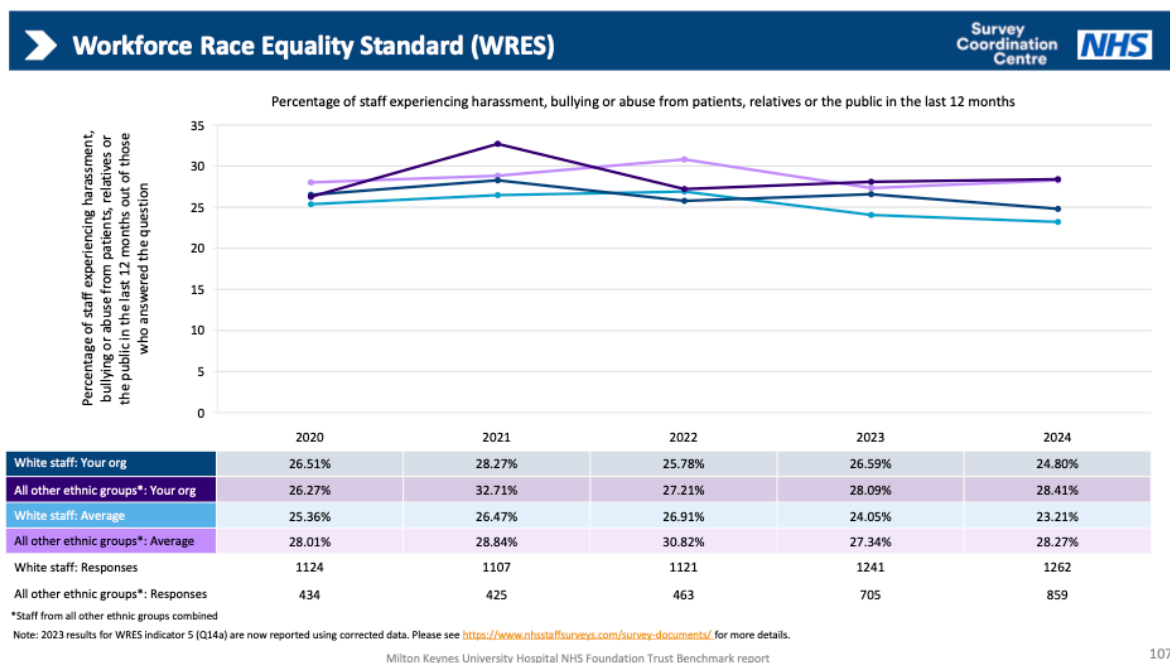
Metric 9 – Percentage difference between the organisation’s board voting membership and its organisation’s overall workforce

(Data source: NHS ESR and/or trust’s local data)

	BME Board members in 2024	White Board members in 2024	Board members with ethnicity status unknown in 2024	% points difference (+/-) between BME Board members and BME staff in overall workforce in 2024	BME Board members in 2025	White Board members in 2025	Board members with ethnicity status unknown in 2025	% points difference (+/-) between BME Board members and BME staff in overall workforce in 2025
	Percentage (%)	Percentage (%)	Percentage (%)		Percentage (%)	Percentage (%)	Percentage (%)	
Percentage difference between the organisation’s Board voting membership and its organisation’s overall workforce, disaggregated by Exec/non-exec and Voting/non-voting.	Exec = 0%	Exec = 100%	Exec = 0%	Total Board = 29.4%	Exec = 0%	Exec = 90%	Exec = 10%	Total Board = 17.7%
	Non-exec = 55.6%	Non-exec = 44.4%	Non-exec = 0%	Overall workforce = 42.9%	Non-exec = 42.9%	Non-exec = 57.1%	Non-exec = 0%	Overall workforce = 46.1%
	Voting = 15.4%	Voting = 84.6%	Voting = 0%	Difference = - 13.5%	Voting = 60%	Voting = 20%	Voting = 20%	Difference = - 28.4%
	Non-voting = 75%	Non-voting = 25%	Non-voting = 0%	percentage points	Non-voting = 0%	Non-voting = 100%	Non-voting = 0%	percentage points

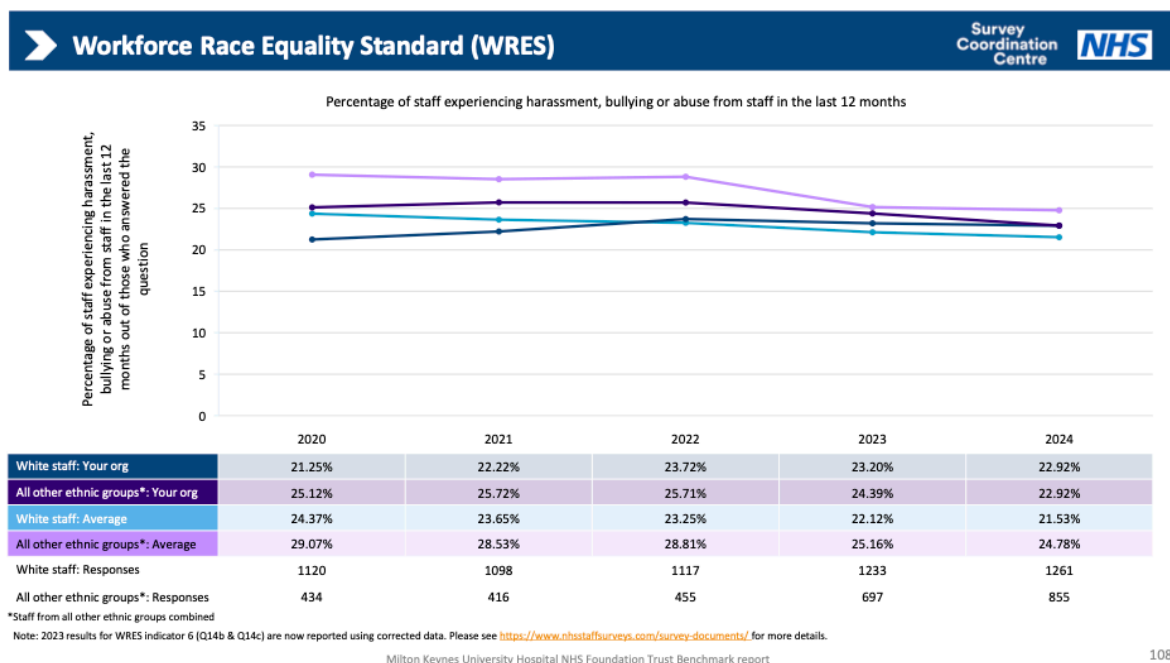
Appendix 2 – 2024 Staff Survey Data

Question 14a:



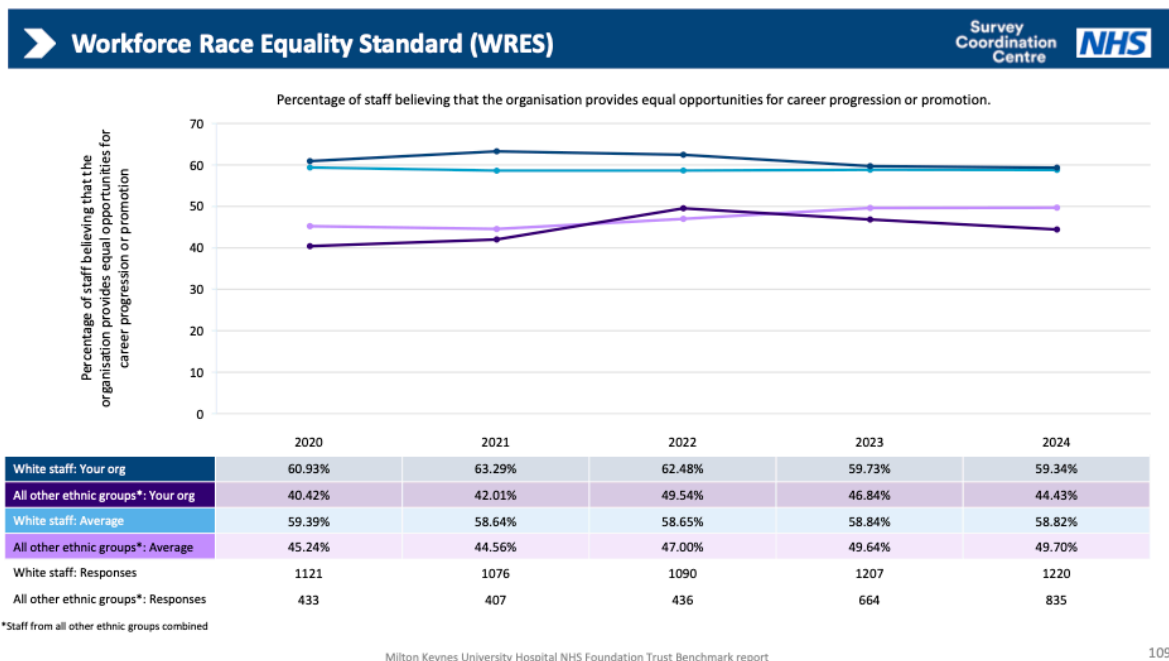
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Question 14b & c:



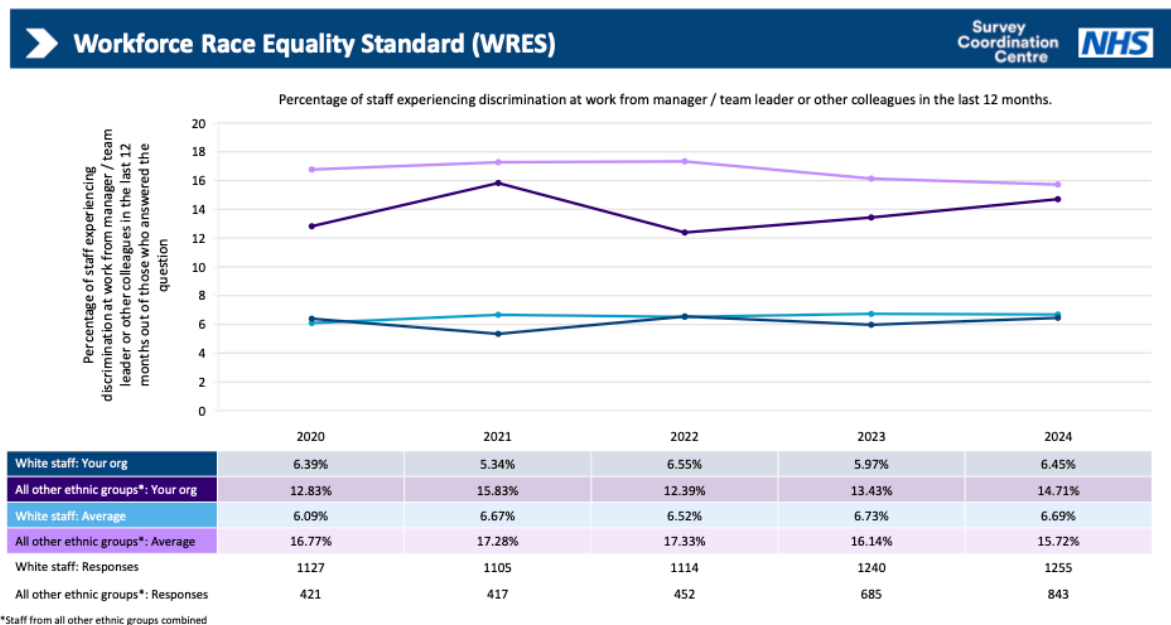
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Question 15:



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Question 16b:



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